



AMERICAN ACADEMY OF  
ORTHOPAEDIC SURGEONS

AMERICAN ASSOCIATION OF  
ORTHOPAEDIC SURGEONS

# 2023 Annual Report



Leading Through Service:

# Purpose Passion Patients

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Attendees had the opportunity to hear from volunteer leaders about the importance of diversity and inclusion at the Presidential Symposium during the 2023 Annual Meeting in Las Vegas.



By collaborating with industry partners, American Academy of Orthopaedic Surgeons (AAOS) remained at the forefront of technological innovation.



Live courses offered numerous opportunities for members to practice hands-on skills in the Orthopaedic Learning Center (OLC) during 2023.

# Board of Directors



**Kevin J. Bozic, MD, MBA, FAAOS**  
President  
Austin, TX



**Annunziato Amendola, MD, FAAOS**  
2nd Vice President  
Durham, NC



**Felix H. Savoie III, MD, FAAOS**  
Past President  
New Orleans, LA



**Joel L. Mayerson, MD, FAAOS**  
Chair-Elect, Board of Councilors  
Columbus, OH



**Armando F. Vidal, MD, FAAOS**  
Chair, Board of Specialty Societies  
Vail, CO



**Michael P. Bolognesi, MD, FAAOS**  
Secretary, Board of Specialty Societies  
Pittsburgh, PA



**Lilly Marks**  
Lay Member  
Greenwood Village, CO



**Toni M. McLaurin, MD, FAAOS**  
Member-At-Large  
New York, NY



**Evalina L. Burger, MD, FAAOS**  
Member-At-Large  
Aurora, CO



**Paul Tornetta III, MD, PhD, FAAOS**  
1st Vice President  
Chestnut Hill, MA



**Michael L. Parks, MD, FAAOS**  
Treasurer  
New York, NY



**Alfonso Mejia, MD, MPH, FAAOS**  
Chair, Board of Councilors  
Chicago, IL



**Michael J. Leddy III, MD, FAAOS**  
Secretary, Board of Councilors  
Alexandria, LA



**Adolph J. Yates, Jr., MD, FAAOS**  
Chair-Elect, Board of Specialty Societies  
Pittsburgh, PA



**Lisa N. Masters**  
Lay Member  
Fayetteville, GA



**Monica M. Payares, MD, FAAOS**  
Member-At-Large  
Miami, FL



**Chad A. Krueger, MD, FAAOS**  
Member-At-Large  
Ambler, PA

## Executive Leadership Team

**Thomas E. Arend, Jr., Esq., CAE**, Chief Executive Officer

**Dino Damalas, MBA**, Chief Operating Officer

**Laura Abrahams**, Chief Human Resources Officer

**Nathan Glusenkamp, MA**, Chief Quality and Registries Officer

**Anna Salt Troise, MBA**, Chief Commercial Officer

# Letter from the President and the CEO

**A**s another year ends, we proudly reflect on AAOS's commitment to our profession and achieving new milestones in 2023. This past year, we prioritized world-class education, innovation, and quality resources to elevate clinical skills, while advocating for patient issues and fostering a diverse, equitable, and inclusive culture.

In 2023, we expanded access to premier education from renowned experts in the field, both in person and online. The year saw enhancements to the online-learning experience, growth of the Orthopaedic Video Theater (OVT) video library, and expansion of the Resident Orthopaedic Core Knowledge (ROCK) platform for early-career members.

In March 2023, we were excited to welcome the global orthopaedic community to the AAOS 2023 Annual Meeting in Las Vegas, Nevada. This conference united over 20,000 orthopaedic professionals for comprehensive education and networking. Highlights included the second year of OrthoDome®, an expanded Medical Student Program, an education track for Spanish speakers and a vibrant Exhibit Hall featuring the latest technologies.

Membership thrived, with the highest number of Active Fellow applications in more than five years. We introduced new membership categories, launched the AAOS Membership App and piloted the Communities group chat feature for easier interaction and networking. A pilot program also supported International Surgeons in low-income countries by providing subsidized membership dues, globally promoting AAOS Membership benefits.

AAOS continued to facilitate the transition to value-based healthcare by launching the Patient-Reported Outcome Measures (PROMs) in Practice portfolio. The AAOS Registry Program focused on improving user experience and exploring the power of data across five registries for evidence-based decision making.

Our Healthcare Systems Committee evolved its strategic goals, emphasizing research facilitation, payer engagement, value-based healthcare education, and advocacy. In Washington, D.C., our advocacy team achieved significant progress during the 2023 Orthopaedic Advocacy Week, focusing on key issues related to timely access to care, repealing the moratorium on physician-owned hospitals, protecting healthcare professionals against assault and intimidation, and safeguarding healthcare when it is needed most. The AAOS Political Action Committee (OrthoPAC) also raised nearly \$1.6 million in the first year of the two-year election cycle.

The AAOS Inspiring Diversity, Equity, and Access (IDEA) Grant Program awarded \$300,000 to 20 recipients, fostering diversity within our field. Volunteer leaders shaped policies at the combined National Orthopaedic Leadership Conference and Fall Meeting, and the AAOS Leadership Institute (ALI) Program empowered the next generation of leaders.

In the face of the many challenges posed by our healthcare system, AAOS remains committed to providing the highest-quality resources and support for our members and their patients. As orthopaedic surgeons, our diverse passions drive us, bringing us joy even in uncertain times. We appreciate your continued trust and support of the mission and vision of the AAOS and hope you will enjoy reading our 2023 Annual Report.



Kevin J. Bozic, MD, MBA, FAAOS  
AAOS President

A handwritten signature in blue ink that reads "KTB".



Thomas E. Arend, Jr., Esq., CAE  
AAOS Chief Executive Officer

A handwritten signature in blue ink that reads "Thomas E. Arend, Jr.".





# About AAOS

## The American Academy of Orthopaedic Surgeons

Founded in 1933, the AAOS is the preeminent provider of musculoskeletal education to orthopaedic surgeons and others in the world. Its continuing medical education (CME) activities include a world-renowned annual meeting, multiple CME courses held around the country and at the OLC Education and Conference Center, and various medical and scientific publications and electronic media materials.

## The American Association of Orthopaedic Surgeons

Founded by the Academy Board of Directors in 1997, the Association engages in health policy and advocacy activities on behalf of musculoskeletal patients and the profession of orthopaedic surgery. The OrthoPAC is the only national political action committee in Washington, D.C., representing orthopaedic surgeons before Congress.

## Overview

With more than 39,000 members, the AAOS is the world's largest medical association of musculoskeletal specialists. The AAOS provides educational programs for orthopaedic surgeons and allied health professionals, champions and advances the highest quality musculoskeletal care for patients, and is the authoritative source of information on bone and joint conditions, treatments, and related issues.

## AAOS Mission

Serving our profession to provide the highest quality musculoskeletal care.

## AAOS Vision

The trusted leaders in advancing musculoskeletal health.

## AAOS Core Values

Leading to Serve. Shaping the Future. Excellence Together.

# 2023 At-A-Glance



## Education

Over **50%** of U.S. orthopaedic residents using ROCK

**23** Live Courses held by AAOS

**275+** new videos added to OVT

**180,000+** CME credits awarded via the AAOS LMS

**2** prototypes brought to market from the Learning Innovation Lab

**31%** increase in JAAOS research submissions

**20,000+** attendees at the 2023 AAOS Annual Meeting



## Advocacy

**700+** total touchpoints with members of Congress and/or staff

**6** meetings with regulatory agency officials

**921** letters written to policymakers during Orthopaedic Advocacy Week

**250+** AAOS members participated in the NOLC

**\$1.7** million raised by the OrthoPAC



## Membership

**\$10,200** worth of benefits for Active Fellows

**6** new and expanded membership categories

**5,000+** attendees at AAOS International Programs

**15%** response rate for MVAS Survey

**5,000+** unique logins to the AAOS Membership App

**400,000+** total engagements on AAOS social media posts



## Leadership

Over **300** total members completing Levels 1 and 2 of ALI

**83** total members will have graduated Levels 3 and 4 of ALI by February 2024

**\$200,000** awarded through the AAOS IDEA Grant

**\$50,000** awarded through the OREF Clinical Research Gaps Research Fund

Nearly **30** diversity-related articles published in AAOS Now



## Quality

**3.8** million procedures captured by AAOS Registries

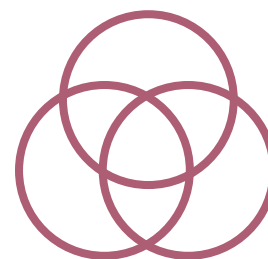
**40** publications featured registry data

**10** years of AJRR data

**424** surgeons submitting to SER across **82** facilities

**4** CPGs and **8** AUCs released

**3** years of AAOS participation in the Biologics Symposium



## Strategy

Completed **5** years of focused execution guided by the AAOS Strategic Plan

Achieved more than **85%** of Strategic Plan goals all **5** years

**3** workplace awards won by AAOS

### Acronym Key

**AJRR:** American Joint Replacement Registry

**ALI:** AAOS Leadership Institute

**AUC:** Appropriate Use Criteria

**CME:** Continuing Medical Education

**CPG:** Clinical Practice Guideline

**IDEA:** Inspiring Diversity, Equity, and Access

**JAAOS:** Journal of the American Academy of Orthopaedic Surgeons

**LMS:** Learning Management System

**MVAS:** Member Value and Satisfaction

**NOLC:** National Orthopaedic Leadership Conference

**OREF:** Orthopaedic Research and Education Foundation

**OrthoPAC:** Orthopaedic Political Action Committee

**OVT:** Orthopaedic Video Theater

**ROCK:** Resident Orthopaedic Core Knowledge

**SER:** Shoulder and Elbow Registry

# Financial Performance

## Financial Position (dollars in thousands)

		December 2023	December 2022
<b>Assets</b>	Cash and cash equivalents	37,928	42,126
	Accounts receivable	5,696	6,098
	Investments	129,278	117,427
	Property and equipment	14,987	11,686
	Other assets	24,013	27,752
	<b>TOTAL</b>	<b>211,902</b>	<b>205,089</b>
<b>Liabilities</b>	Accounts payable and accrued expenses	28,976	32,931
	Deferred revenue	23,086	24,520
	<b>TOTAL</b>	<b>52,062</b>	<b>57,451</b>
<b>Net assets</b>	Unrestricted	157,366	145,315
	Temporarily restricted	2,474	2,023
	<b>TOTAL</b>	<b>159,840</b>	<b>147,338</b>

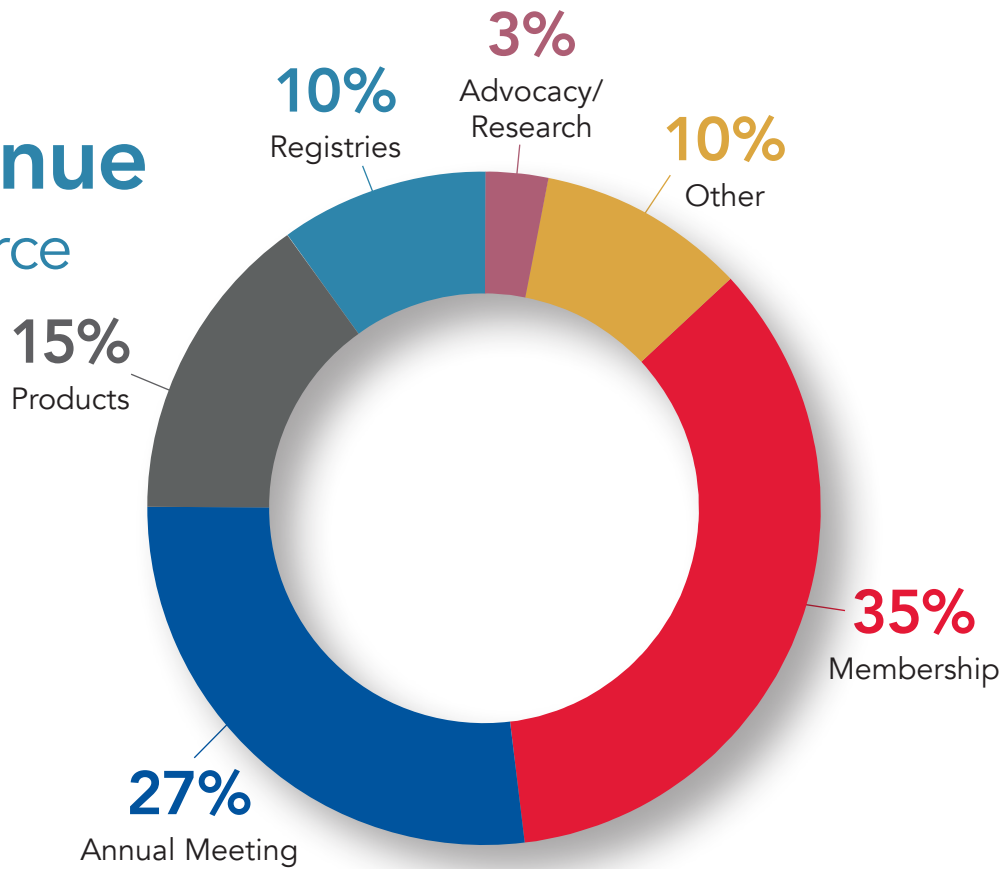
## Change in Net Assets (dollars in thousands)

	December 2023	December 2022
<b>Revenues</b>	65,542	61,989
<b>Expenses</b>	63,532	59,875
<b>Net income from operations</b>	<b>2,010</b>	<b>2,114</b>
<b>Investments</b>	11,465	(20,854)
<b>Investments in OPLLC</b>	360	1,488
<b>Investments in projects (from reserves)</b>	(1,784)	(1,645)
<b>Change in net assets</b>	<b>12,051</b>	<b>(18,897)</b>

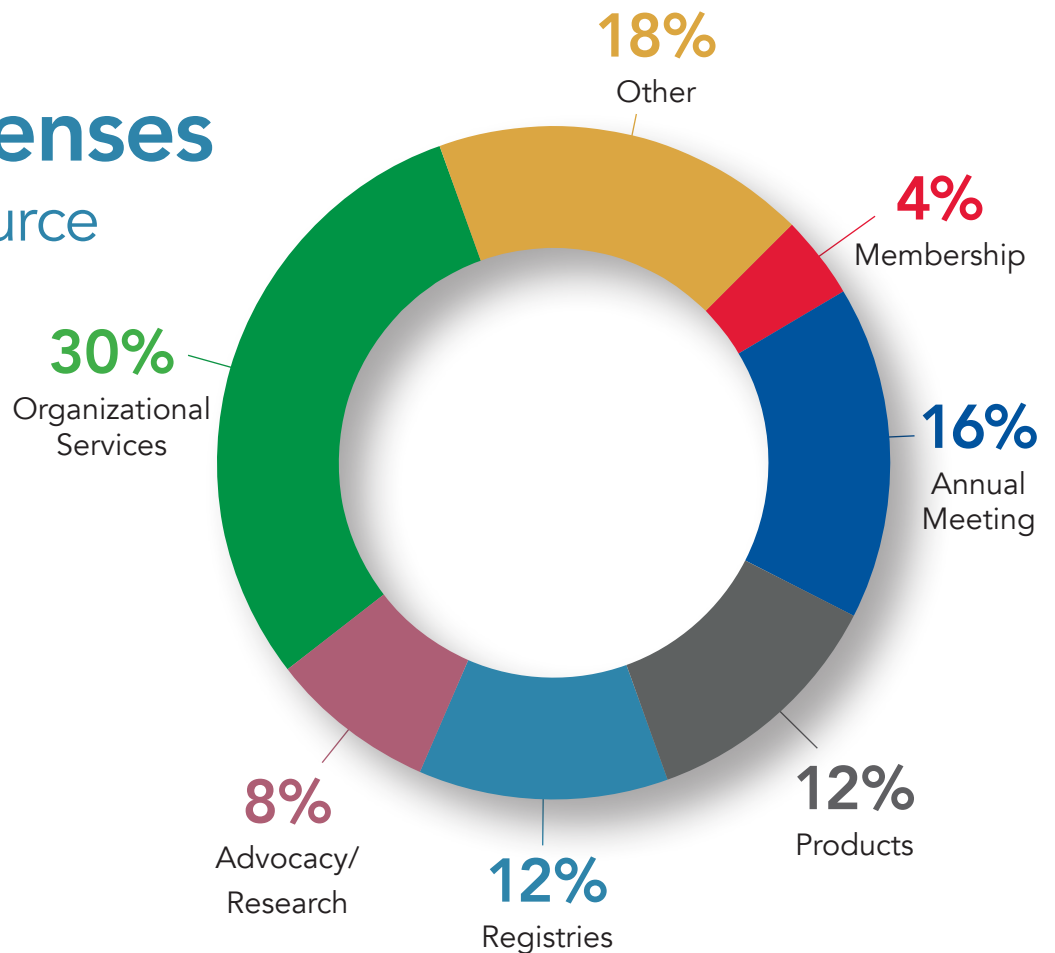
Note: 2023 results are unaudited



## Revenue by Source



## Expenses by Source





# Education

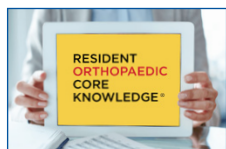


World-class faculty gathered to guide attendees through the latest orthopaedic advancements during didactic, skills-based, virtual, and practice management courses.



Building on the success of existing programs and products, AAOS set its sights on the future by introducing new strategies, leadership, and technologies, to provide innovative solutions to members' education needs in 2023.

## ROCK



Officially launched in 2022, with all educational content available as of March 2023, [ROCK](#) has expanded its platform capabilities and webinar repository. The dynamic platform

enhancements introduced this year make it easier than ever for program directors to schedule assignments for their residents and create custom study plans. The launch of the performance dashboards allows program directors to track the progress of all residents in their programs by viewing the completion status of chapters and assignments, pre- and post-test performance, and more. Directors can also benchmark their program's data against those of other participating programs, which allows them to assess residents' readiness for practice in real time. ROCK has seen an extraordinary adoption, capturing nearly 80% of residency programs. Over half of orthopaedic residents in the U.S. are currently using ROCK.

## Live Courses

AAOS courses harness the expertise of world-class faculty to curate peer-reviewed programs of the highest caliber, sharing the latest orthopaedic advancements and aligning seamlessly with learning and practice needs. In 2023, AAOS held 23 courses including didactic, skills, virtual, and practice management sessions. The highest-attended course was the Board Prep and Review Course, which drew 225 attendees. AAOS also partnered with co-sponsors and co-developers on nine other courses.

Throughout 2023, AAOS focused on collaboration and innovation to achieve its mission of empowering orthopaedic learners with the knowledge and skills that can enable them to champion high-quality patient care and lead the way in groundbreaking medical techniques. Members who seek top-tier education can look forward to, in the near future, enhanced course alignment with member needs and organizational objectives, based on the work done in 2023, through a comprehensive course review program. Changes will be rooted in adaptive course design, strengthened partnerships, data-driven approaches, and evolved marketing strategies.

## OVT

[OVT](#) offers a variety of channels that provide AAOS members with surgical content, grand rounds, case presentations, practice management, webinars, and more. Platform traffic grew steadily from previous years with the addition of more than 275 new videos in 2023. Members have free access to more than 300 CME titles, including award-winning specialty content.

Specialized channels provide additional support for areas of focus, including the Foundation for Orthopaedic Trauma channel, OrthoDome® channel, and a dedicated channel for surgeons in India.

## Online Learning

AAOS places a high priority on meeting members' needs when and where they arise. The availability of online learning through the [AAOS Learning Management System \(LMS\)](#) allows members to access educational resources, earn Continuing Medical Education (CME) credits, and stay up to date on the latest in orthopaedic innovations at their convenience. In 2023, the LMS saw over 17,500 unique users, awarded more than 180,000 CME credits, and renewed CME for AAOS products, including Cases Solved, Practice Prep, and Surgical Insights. The LMS also began delivering ROCK pre- and post-tests and continues to work towards enhancements in reporting and ROCK and ResStudy integration.

## Learning Innovation Lab

To address member needs regarding the accessibility, interactivity, and alignment of AAOS educational content, AAOS introduced the Learning Innovation Lab, focused on the development of products and educational experiences that are intuitive, desirable, and impactful. In 2023, the Lab received more than 90 submissions of ideas for educational products that address gaps in content and delivery. In its first year, the Lab successfully generated two new prototypes, ICL360 and Diagnosis Spotlight, that have been brought to market and can be found on the LMS.

## Practice Management Courses

In 2023, AAOS hosted a virtual two-part Virtual Practice Management course for senior residents, fellows, and early-career practitioners. The course, a collaboration between the AAOS, American Alliance of Orthopaedic Executives, and Illinois Association of Orthopaedic Surgeons, outlined strategies to create a value-based care environment. One-hundred six attendees joined these virtual lectures and participated in discussion groups providing actionable and practical guidance.

In addition, the Value-Based Virtual Course hosted by AAOS explored fundamental concepts around alternative payment models as they relate to clinical orthopaedics and how PROMs impact individual patient care. Over 100 attendees explored how to redesign care delivery as well as their role in new population health measures.

## AI-Based Coding with Code-X®

Now leveraging the power of GaleAI, AAOS's Code-X is the premiere coding tool for orthopaedic surgeons, integrating machine learning to create a better, more efficient user experience for physicians. Its effective interface offers versatile searching to save time and maximize payments.

New to the AAOS portfolio of coding resources is the [AAOS Coding Community](#), an all-in-one resource for Practice Management and Coding & Reimbursement resources. Users can explore premiere tools, news, advice, webinars, best practices, and more. Code-X subscribers can also reach out to support staff through the Ask a Coder feature and are granted access to have their coding questions answered by billing experts.

## Podcasts

AAOS podcasts continue to share up-to-date information on practice, research, and innovation with members, and the full collection of four AAOS podcast shows has united under the Bone Beat Podcast Channel, available on Apple Podcasts as of March 2023. Among the major milestones achieved by AAOS Podcasts in 2023 is the record 136,677 downloads of JAAOS Unplugged®, an 21% increase over 2022. The Advocacy Podcast also recorded its first in-person podcast episode following the AAOS/FDA Townhall at the AAOS 2023 Annual Meeting. Leaders from both organizations engaged listeners in a discussion about how the musculoskeletal community can evolve together to improve patient care.

Two new hosts have been added to the podcast lineup: Adam J. Bruggeman, MD, FAAOS, FAOrthA, Advocacy Council chair, helms the advocacy podcast, and Liana Tedesco, MD, hosts JAAOS Unplugged®.

## Top-Performing Podcast Episodes of 2023



- **JAAOS Unplugged:** The State of Your Journal and Current Concepts in Elbow Extension Reconstruction for the Tetraplegic Patient – **6,899 downloads**
- **Advocacy Podcast:** Power of Women in Orthopaedic Advocacy – **2,033 downloads**
- **JAAOS Journal Club:** Chicken or the Egg: The Influence of Foot and Ankle Pathomechanics of Knee Pathology – **1,404 downloads**
- **Career Podcast:** Supporting Women in Orthopaedics – **1,045 downloads**

## OrthoInfo Patient Education

[OrthoInfo](#), the AAOS patient-facing website, continued to serve a multitude of audiences in 2023. Each month, 2.2 million users viewed nearly 3.2 million pages of musculoskeletal health content across all orthopaedic specialties, including patients whose physicians referred them to *OrthoInfo* to learn about their diagnoses, treatment options, recovery, rehabilitation, and bone health. **More than 100 pieces of content were updated or created in 2023, including these new articles:**

- [Orthobiologics \(Regenerative Medicine\) FAQ](#)
- [Endoscopic Discectomy](#)
- [Cannabidiol \(CBD\) FAQ](#)
- [Manipulation Under Anesthesia \(for Knee Replacement\)](#)
- [Sexual Activity After Total Hip Replacement](#)

## Publications



At every stage of members' careers, the Academy offers exceptional resources to elevate their knowledge and advance their patient care through its many publications and multimedia channels.

### Journal of the American Academy of Orthopaedic Surgeons (JAAOS®)

- **Growth in JAAOS Research Submissions**
  - The 2023 submissions to JAAOS Research increased by more than 33% as compared to submissions in 2022.
- **First Impact Factor Designation**
  - The Journal of the AAOS Global Research & Reviews®, the official open access journal of the AAOS, earned its first impact factor of 1.5 in 2023, its first ranking since the journal's launch in 2017.

### JAAOS Global Names New Editor-in-Chief

- Gwo-Chin Lee, MD, FAAOS, will be taking the helm as the new editor-in-chief of JAAOS Global on January 1, 2024. A professor of Orthopaedic Surgery at Weill Cornell Medical College in New York, Dr. Lee became the editor-in-chief designee in August 2023.

### AAOS Book Collection

In 2023, AAOS published five new book titles:

- Orthopaedic Knowledge Update (OKU)® 14 and OKU 14/SAE
- Instructional Course Lectures, Volume 72
- Orthobiologics: Scientific and Clinical Solutions for Orthopaedic Surgeons
- Orthopaedic Rotations Survival Guide
- Atlas of Amputations and Limb Deficiencies, Fifth Edition



The most viewed articles on the site in 2023 included:

- [Rotator Cuff and Shoulder Conditioning Program](#) – **2 million+ views**
- [Rotator Cuff Tears](#) – **850,000+ views**
- [Ulnar Nerve Entrapment at the Elbow \(Cubital Tunnel Syndrome\)](#) – **780,000+ views**
- [Carpal Tunnel Syndrome](#) – **720,000+ views**
- [Cervical Radiculopathy \(Pinched Nerve\)](#) – **560,000+ views**

## OLC Education and Conference Center

The OLC is a versatile space that accommodates medical professionals in its state-of-the-art lab and auditorium spaces — both in person and virtually. The OLC is Chicago's only meeting venue with an on-site and professional-quality HD broadcast video studio and continues to update its capabilities and offerings. **Highlights for 2023 include:**

- **New 4K cameras** for improved zoom quality, wireless microphones, podium monitors, and five new HD projectors were installed in the auditorium.
- **Updates were made to the 29-station bioskills lab**, including new ConMed power.

- **A second demo area was set up** with new 4K cameras and a jib for better overhead camera placement.
- **Medical organizations including** the American Orthopaedic Society for Sports Medicine (AOSSM), American Association of Nurse Anesthesiology, AO North America, the Society of Vascular Surgeons, and the Society of Critical Care Medicine all hosted training sessions at the OLC during 2023.
- **The OLC Mobile Lab returned to the AOSSM Annual Meeting** and hosted labs and livestreams, broadcasting simultaneously in three locations.

## AAOS Orthopaedic In-Training Examination® (OITE®)

2023 marked the 60th annual administration of the OITE, which tested more than 5,000 residents from 237 residency programs from around the world, continuing the exam's long tradition of being the go-to knowledge assessment tool for residents. It was also the fourth year the test has been linked with American Board of Orthopaedic Surgery (ABOS) Part I written examination.

New in 2023, an online, dashboard-style score report interface improved the delivery of program and examinee-level data, as well as summary information regarding the program year and cohorts.

## AAOS 2023 Annual Meeting

The AAOS 2023 Annual Meeting, held in Las Vegas, brought together over 20,000 orthopaedic professionals for five days of education, innovation, and collaboration. Attendees were able to experience the latest innovations and technologies in musculoskeletal care, thanks to more than 2,000 faculty members contributing to a diverse array of learning formats spanning each orthopaedic specialty area. The second year of OrthoDome®, a state-of-the-art, 4K surgical video education experience, spanned nearly three days and drew standing-room-only crowds.

The most cutting-edge surgical innovations and technologies were on display at the 2023 Annual Meeting Exhibit Hall, which covered more than 200,000 square feet and featured devices and experiences from over 600 companies. Education programming in the Exhibit Hall offered in-depth and hands-on opportunities for attendees to discover new ways to transform their practice and advance patient care. The Academy also hosted a well-attended Happy Hour in the Hall for all meeting participants.

There were many opportunities for attendees to connect during the meeting as Las Vegas delivered the largest attendee turnout of orthopaedic professionals from across the globe that the Academy has seen since before the COVID-19 pandemic. AAOS-hosted events like the New Member Luncheon, Resident Bowl, Speed Mentoring for Residents, and PrideOrtho Luncheon allowed attendees to forge meaningful interaction with colleagues. The Resource Center served as a gathering place for attendees to engage with the Academy's many product offerings.

AAOS continued its long tradition of honoring those whose important contributions and guidance have advanced the field of orthopaedics. During the Your Academy 2023 ceremony, members of the AAOS Presidential Line shared their vision for the future of AAOS, and legendary golfer Tom Watson delivered a keynote speech about perseverance. Other AAOS members were recognized for their outstanding work in humanitarianism, diversity, and leadership.

The Annual Meeting programming reached across the globe to include and honor international membership through several unique events. Nearly 80 presidents of international orthopaedic organizations gathered for a tribute breakfast, and the Engagement Theater presentation Wartime Orthopaedic Surgery: Update Ukraine drew standing-room-only crowds. Germany was featured as the Guest Nation throughout the meeting and the first Spanish-Language track was offered for six sessions, attracting over 300 attendees.





# Advocacy

In September, AAOS members gathered in Washington, D.C., for the combined National Orthopaedic Leadership Conference and Fall Meeting to advocate for musculoskeletal issues. After engaging with the offices of more than 350 members of Congress, they achieved 23 new co-sponsors and 41 new signatories on AAOS-endorsed legislation.





Advocating for AAOS members and their musculoskeletal patients remained a critical focus in 2023. Through the combined AAOS NOLC and Fall Meeting, and the fourth annual Orthopaedic Advocacy Week, the AAOS advocacy team sparked forward momentum and victories on both federal and state levels.

## Removing Barriers to Timely Access to Care

Prior authorization approval is required for a wide range of services and medications in Medicare Advantage and commercial plans and may be necessary for some services in traditional fee-for-service Medicare. The process of obtaining approval can delay or deny critical medical care and have a negative impact on patient outcomes. In 2023, AAOS drafted several letters to Congress regarding prior authorization reform, including one supporting the Gold Card Act of 2023 (H.R. 4968), which would exempt physicians from the approval process, provided they received approval for at least 90% of their prior authorization requests in the preceding year.

Also in 2023, the Centers for Medicare & Medicaid Services (CMS) proposed a rule that would streamline the prior authorization protocols for Medicare Advantage and Medicaid managed-care plans and implement some of the Gold Card Act requirements. AAOS is actively advocating for finalization of this rule and has signed onto several other coalition letters addressing prior authorization problems within the program.

## Reimbursement of Preprocedural Optimization Services

In 2021, AAOS championed correct coding for work done prior to surgery. After two years of consideration, the American Medical Association (AMA) confirmed that the Principal Care Management codes are appropriate for reporting the presurgical optimization management services for indirect interaction with the patient. This was a major win since it provides a reimbursement opportunity for preoptimization of patients in value-based care models.

## Physician-Led Hospitals

Physician-led, physician-owned hospitals (POHs) are known for providing some of the highest-quality care in the country at the lowest cost. Currently, the expansion of existing POHs and the construction of new ones is prohibited under section 6001 of the Affordable Care Act (ACA). AAOS took steps to urge Congress to repeal the moratorium on POHs in 2023 by supporting the Patient Access to Higher-Quality Healthcare Act of 2023 (H.R. 977/S. 470), which would repeal the ACA provision. This unwavering support led to several legislative hearings that featured both this critical bill and new legislation that would create exceptions in rural areas. AAOS also actively advocated with CMS to clarify existing regulations on physician-led hospitals that are eligible for expansion.

## Protecting Healthcare Workers from Violence in the Workplace

AAOS urged Congress to put into place additional safeguards to help address the confirmed increase in violence towards healthcare workers. This resulted in a reintroduction of the Safety From Violence for Healthcare Employees Act (SAVE) Act in the House and the first time this legislation has been introduced in the Senate. This legislation would establish legal penalties for assaulting or intimidating hospital employees or those contracted by a hospital.

## Value-Based Care

In response to the Center for Medicare and Medicaid Services Innovation (CMMI) initiatives for value-based payment reform, AAOS and physician leaders have worked closely to develop recommendations to advance high-value orthopaedic payment and practice models. AAOS developed a [white paper](#) on a payment model based on musculoskeletal conditions and met with the Office of the Secretary of the U.S. Department of Health Human Services, the White House Office of Management and Budget (OMB), and the leadership at CMMI to discuss its position.

With the end goal of moving away from the dominance of traditional fee-for-service models, the most impactful step to date is sharing risk on the total cost and quality of care with specialist physicians such as orthopaedic surgeons. AAOS continues its advocacy for a structure in which musculoskeletal care teams led by orthopaedic surgeons can be accountable for managing a clinical condition, not just acute episodes, thereby creating opportunities to reward the practice of evidence-based, high-value, cost-efficient patient care.

AAOS urged Congress to put into place additional safeguards to help address the confirmed increase in violence towards healthcare workers.

## Healthcare Systems Committee Projects

To stay abreast of the evolving healthcare environment and its impact on membership, the AAOS Healthcare Systems Committee (HCSC), under the AAOS Advocacy Council, worked on several key initiatives during 2023. The development of the white paper [“AAOS Recommendations: A Specialty Care Reimbursement Model to Operationalize Value-Based Care for Musculoskeletal Conditions”](#) ignited conversations among committee leadership, the OMB, and regulatory agencies about the proposal and AAOS’s goals for future value-based care models released by the government.

Later in the year, HCSC responded in depth to a [request for information](#) from CMMI related to the development of episode-based specialty care models, which led to a follow-up meeting with CMMI leadership on the topic. The committee also created and led the second annual [Value-Based Care Course](#), which is designed to provide members and residents who partner to deliver value-based care with a comprehensive overview of alternative payment models and the impact of PROMs.

The committee also revised its [strategic goals](#) to include new priorities that include a focus on research facilitation, payer engagement, value-based education, advocacy, and more.

New priorities in advancing the quality of value-based musculoskeletal care arrangements involved:

- **Implementing PROMs**
- **Exploring solutions to misaligned incentives and penalties within CMS programs**
- **Engaging with the AAOS Council on Research and Quality to bring to fruition the research of solutions-oriented orthopaedic health systems**
- **Initiating an awareness campaign of forthcoming health policy changes, including efforts on social media and in the press.**

## Medicare Payment Policy Changes for 2024

AAOS issued formal comments to the CMS on the agency’s proposed 3.4% cut to physician payment for Calendar Year 2024, despite a forecast 4.6% increase in costs due to inflation. In 2023, three bills were introduced in attempts to combat the CMS cut. The Strengthening Medicare for Patients and Providers Act (H.R. 2474) would close the gap between physician reimbursements and the rising cost of running a medical practice while also providing an annual Medicare physician payment update tied to inflation.

The Provider Reimbursement Stability Act of 2023 (H.R. 6371) would raise the Physician Fee Schedule budget neutrality threshold from \$20 million to \$53 million and continue to increase that threshold every five years. It would also limit the increases or decreases to the conversion factor to no more than 2.5% each year. Finally, the Preserving Seniors’ Access to Physicians Act of 2023 (H.R. 6683) would eliminate the impending 3.4% cut to the Medicare physician fee schedule. Several hearings were held throughout 2023 on this issue, and AAOS, along with 53 other organizations sent a letter to congressional leadership urging Congress to take steps to stop the 2024 Medicare cuts.

AAOS also asserted its influence with CMS’s adoption of the Risk-Standardized PROMs following total hip and total knee arthroplasties in the hospital outpatient setting and its addition of 11 procedures identified by commenters — including total ankle and total shoulder replacement surgery — to the list of procedures covered at ambulatory surgical centers (ASCs).

## Updated National Correct Coding Initiative (NCCI) Edits

AAOS participated in meaningful dialogue with CMS for proposed procedure-to-procedure (PTP) edits regarding column 1 CPT spine codes 22630 through 22634 and column 2 CPT spine codes 63052 through 63053. The conversations resulted in deletion of these PTP edits effective January 2024. These changes will optimize revenue cycles and patient care for our members by reducing the administrative burden of incorrect code-pair edits on claims. AAOS continues to meet with CMS staff and their contractors on other NCCI issues.

Changes will optimize revenue cycles and patient care for our members by reducing the administrative burden of incorrect code-pair edits on claims.



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## Access to Medicare Claims Data for AAOS Registries

AAOS Registry Program leadership and staff joined advocacy staff in meeting with the CMS Office of Enterprise Data and Analytics to petition for ease of access to Medicare claims data. In conjunction with these meetings, AAOS also wrote several [letters](#) to the agency throughout 2023 that advocated for a streamlined and less-expensive pathway to continual claims data access. Continuous engagement by AAOS staff sped up the reviewing and processing of data requests for our registry analytics team in 2023.

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# Advocacy In Action

## 2023 Activities

**723 total touchpoints** with members of Congress and/or staff

**429 political fundraisers** attended by AAOS staff in Washington, D.C.

**54 events** attended by AAOS Fellows in districts of members of Congress

**11 OrthoPAC fundraisers** hosted in Washington, D.C., for members of Congress

**6 meetings** with agency officials

**14 formal letters** written to agencies

## NOLC

**350 total meetings** with Congressional offices

**96 meetings** with members of Congress

**250+ AAOS members** representing 47 states and Puerto Rico

## Orthopaedic PAC

The Political Action Committee of the American Association of Orthopaedic Surgeons, or The OrthoPAC, provides one of the clearest opportunities for AAOS to shape the future of musculoskeletal care for members, patients, and the orthopaedic profession. OrthoPAC supports AAOS advocacy efforts guided by the Unified Advocacy Agenda that the AAOS Advocacy Council defines each year. Despite a turbulent year in Washington, D.C., OrthoPAC remained the second largest PAC in the physician community and raised over \$1.7 million for the first year in the two-year election cycle.



## OrthoPAC by the Numbers:

**\$1,792,406** – Total Dollars Raised

**\$1,079,533** – OrthoPAC (Contributions to OrthoPAC go directly to the campaigns of prophysician candidates for federal office.)

**\$712,873** – Soft Dollars (Soft dollars help support the AAOS political program, which is completely self-funded.)

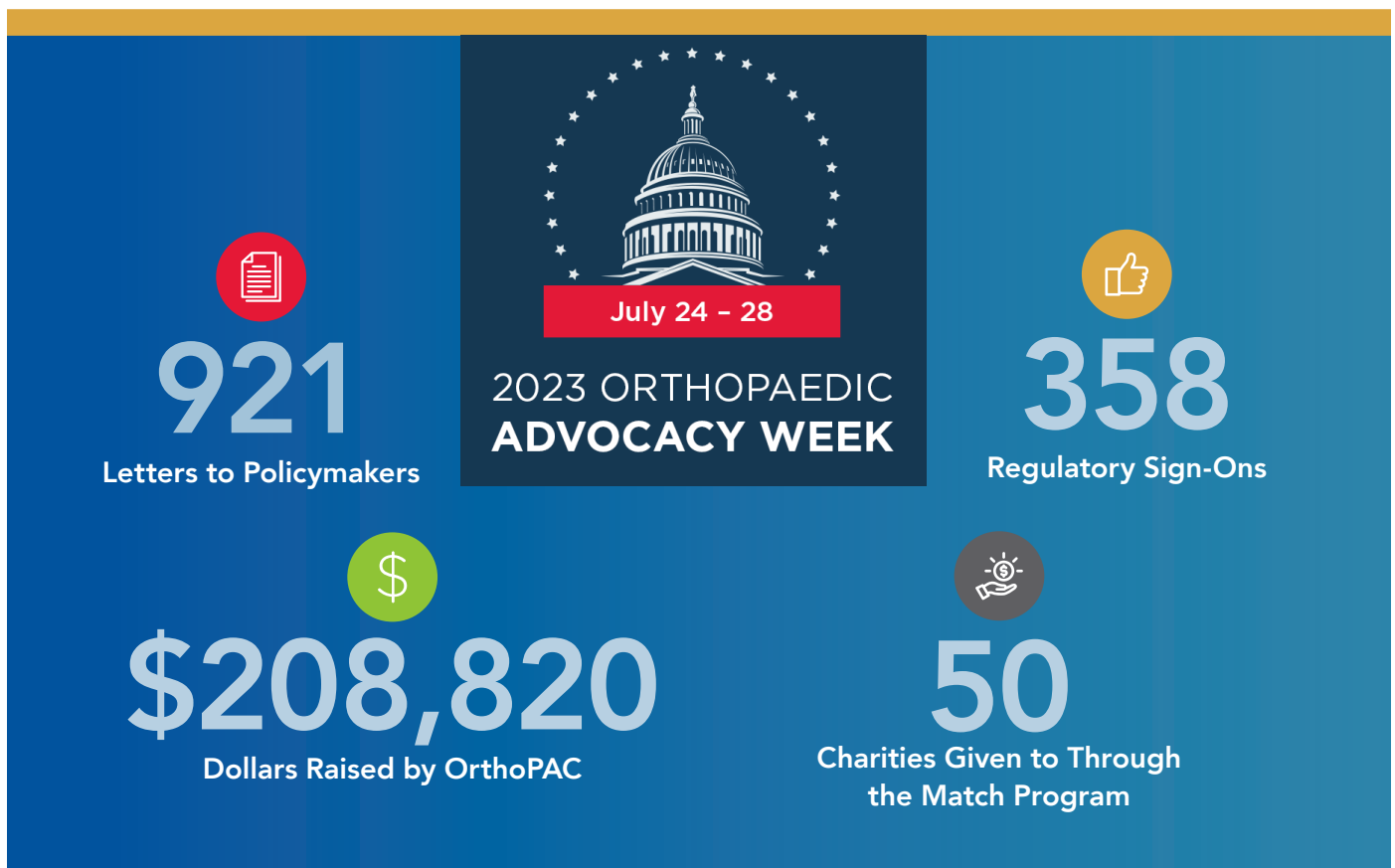
**\$1,009,000** – Dollars distributed to prophysician candidates and leadership PACs

**514** – Political events attended on behalf of OrthoPAC by AAOS members and staff

**\$90,000** – Dollars donated by the OrthoPAC Charity Match Program

**55** – Charities benefited from the OrthoPAC Charity PAC Match Program

- Orthopaedic Research and Education Foundation (OREF)
- American Shoulder and Elbow Surgeons Foundation
- Foundation for Arthroplasty Research and Education
- Resurgens Charitable Foundation
- J. Robert Gladden Orthopaedic Society (JRGOS)



## The Orthopaedic Advisor's Circle: The AAOS's Premier Corporate Donor Program

The Orthopaedic PAC Advisor's Circle is a corporate donor program designed to provide group practices and specialty societies of AAOS members with a leadership role within the OrthoPAC. The corporate soft dollars raised by the program cover the administrative costs of running the OrthoPAC and support AAOS's political advocacy programs. Membership in the Advisor's Circle maximizes political and legislative opportunities for each group on a personalized basis. In 2023, Advisor's Circle members attended over 40 in-district events and 15 retreats attended by members of Congress, national party committees, and state governors' associations, helping to increase AAOS's political footprint across the country.

# \$75,000

Rothman Orthopaedic Institute

American Association of Hip and Knee Surgeons

United Musculoskeletal Partners

- Abilene Sports Medicine & Orthopedics
- American Orthopaedic Association Orthopedic Specialists
- North Texas Orthopedic & Spine Center
- Panorama Orthopedics & Spine Center
- Resurgens Orthopaedics

# \$50,000

OrthoVirginia

Premier Orthopaedics

Tennessee Orthopaedic Alliance

- Tennessee Orthopaedic Clinics
- Middle Tennessee Bone and Joint

# \$25,000

American Shoulder and Elbow Surgeons

American Society for Surgery of the Hand

Atlantic Orthopaedic Specialists

Campbell Clinic

EmergeOrtho

# \$10,000

American Osteopathic Academy of Orthopedics

Anderson Orthopedics

Arthroscopy Association of North America

Delaware Orthopaedic Specialists

First State Orthopaedics

Fondren Orthopedic Group

New Mexico Orthopaedic Associates

OrthoAtlanta

OrthoSC

Peachtree Orthopedics

The Bone and Joint Center



# Membership



Over 200 students attended the Medical Student Program at the AAOS 2023 Annual Meeting to learn from mentors, network with one another, and discuss the future of orthopaedic surgery.



Throughout 2023, AAOS focused on welcoming new members by offering increased value, expanding domestic and international membership, implementing new networking technologies, and responding to member feedback.



### Fuel Your Passion for AAOS Membership

The value of an AAOS membership was enhanced in 2023, with [AAOS Active Fellow members](#) able to enjoy exclusive benefits worth up to \$10,200, including CME Tracking and support through the Learning Portfolio, over 1,600 videos through the OVT, Surgical Skills Courses, expanded career support, patient education, access to professional content like AAOS Now, the JAAOS Collection, and significant discounts for the AAOS Annual Meeting. In addition, AAOS offers members further discounts on personal and business expenses through the AAOS Member Advantage Program.

AAOS continues to grow and expand its reach, with the highest increase in Active Fellow applications in more than six years. This increase is credited to updated messaging that spotlights the intrinsic value of membership and laser-focused retention efforts.

AAOS made membership more inclusive by adding to its array of membership categories. These new categories opened the door to medical students, while expanding the Affiliate Orthopaedic Surgeons category to include nonboard-approved domestic surgeons and expanding the Orthopaedic Team category to include nurses, physical therapists, athletic trainers, administrators, and physician associates.

### International Programs and Membership

The AAOS International Committee hosted eight programs during 2023 in partnership with orthopaedic societies around the world. These programs allow for the successful exchange of research and clinical experience that enhances musculoskeletal patient care globally. This year’s programs attracted more than 5,000 attendees and featured 23 AAOS faculty. Each international program promotes AAOS membership and educational resources, and the AAOS hosted exhibit booths featuring discounted membership in both Chile and Brazil.



To make membership even more accessible, AAOS piloted a program to support orthopaedic surgeons and residents in low-income countries by offering significantly reduced rates to member benefits for the first time in the 2024 membership year.

#### 2023 Social Media by the Numbers



**18,000+** New followers



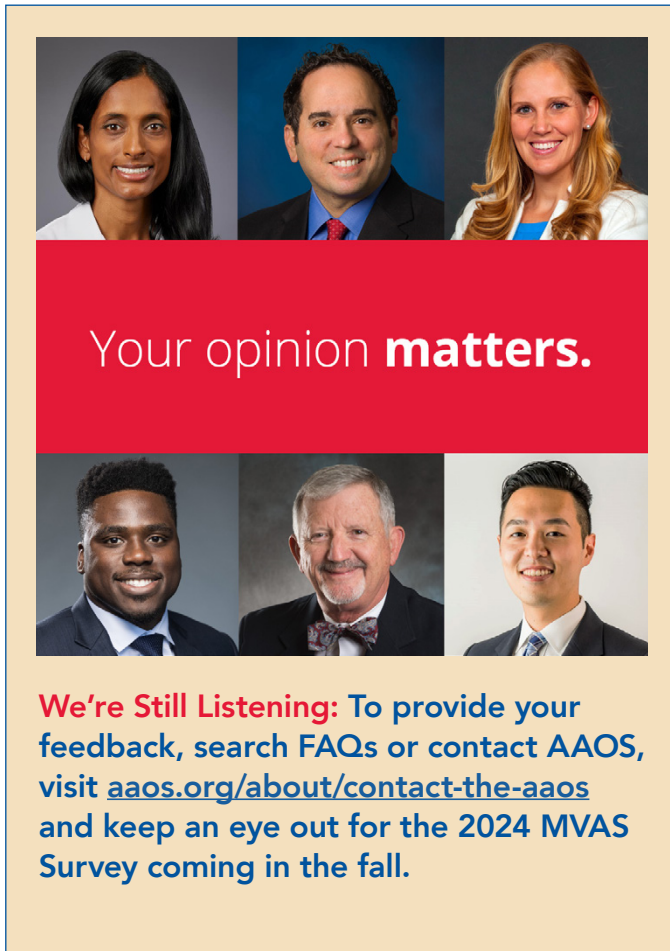
**410,000+** Total engagements



**10 million+** Total impressions

## We Heard You

Through the annual Member Value and Satisfaction (MVAS) Survey, AAOS members told us what they wanted most from their membership, what they were most satisfied with, and where AAOS can make improvements. The response rate increased from 10% of members in 2022 to 15% in 2023. Members' highest satisfaction came from educational materials and content, three out of five members are highly (or very) likely to recommend membership in AAOS to their colleagues, and satisfaction with AAOS communication increased by 2%.



**Your opinion matters.**

**We're Still Listening:** To provide your feedback, search FAQs or contact AAOS, visit [aaos.org/about/contact-the-aaos](https://aaos.org/about/contact-the-aaos) and keep an eye out for the 2024 MVAS Survey coming in the fall.

## Spotlight on Social

AAOS connected with members through new social media initiatives and campaigns in 2023. The Academy's social channels featured member activities and highlighted their service, heritage, and education through content like Live Course Takeovers on Instagram Stories, Volunteer Victories, Cultural Awareness Months, and Member of the Month spotlights. In addition, AAOS influencers — those with an active presence and a significant following on social media — helped spark an increase in social media engagement, awareness of the Fellow of the American Academy of Orthopaedic Surgeons (FAAOS) designation, and audience growth.

## The Power of Volunteers

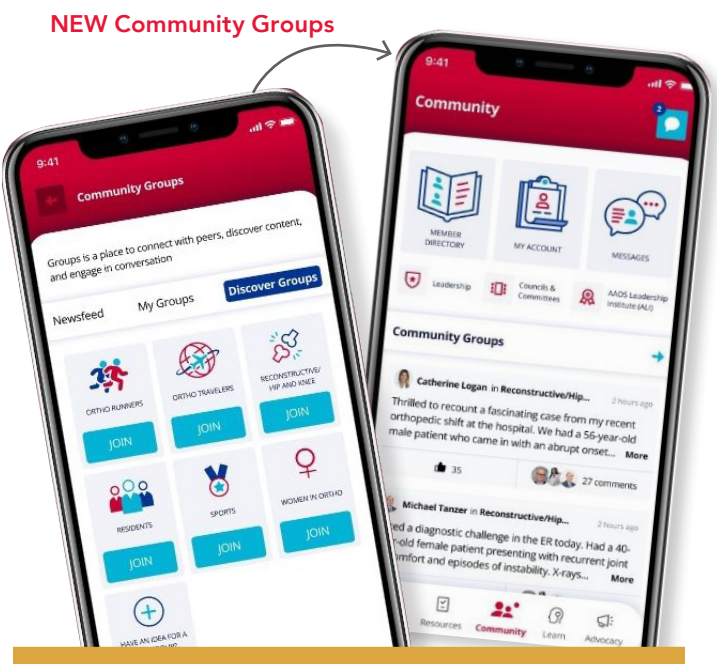
Through the collaboration of councils and committees, AAOS moved towards a personalized and seamless member experience — something that is only possible through the support and dedication of member volunteer leadership. The following volunteers have transitioned out of their leadership positions after successful and tenured runs of service.

- Elizabeth G. Matzkin, MD, FAAOS — Chair, Membership Council
- Jennifer M. Weiss, MD, FAAOS — Chair, Communications Committee
- Anthony E. Johnson, MD, FAAOS, FACS — Chair, Diversity Advisory Board
- Coleen S. Sabatini, MD, MPH, FAAOS — Chair, International Committee
- Katherine Mallett, MD — Chair, Resident Assembly

AAOS extends its sincere thanks and appreciation to these and all of the volunteer leaders who donated their time and expertise to further the Academy's mission of providing the highest quality musculoskeletal care.

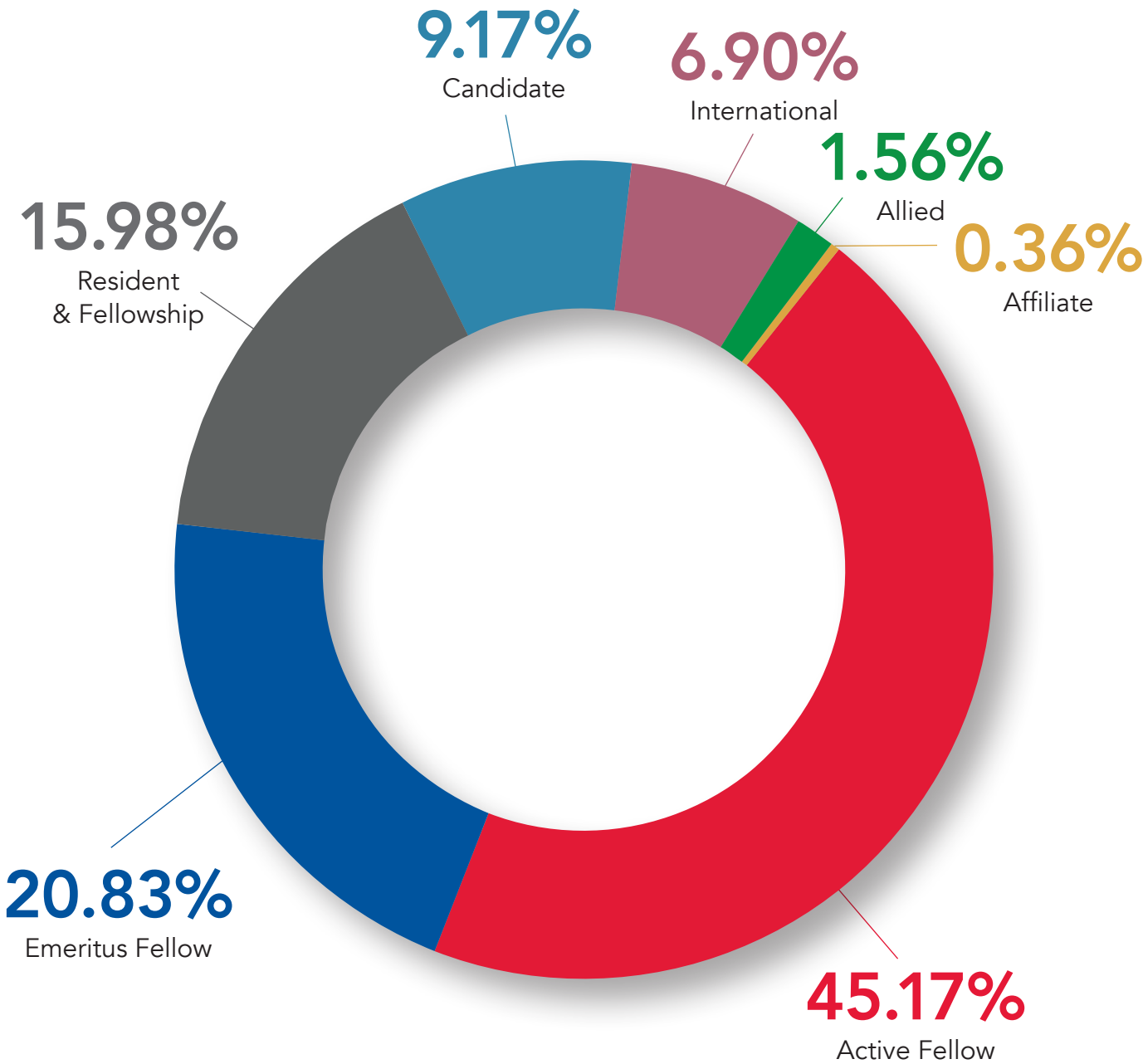
## AAOS Membership App

The [AAOS Membership App](#) continues to provide resources for networking, education, and professional development, with more than 5,000 unique logins in 2023. This year, AAOS piloted curated special interest groups, including Ortho Runners, Ortho Travelers, Reconstructive Hip and Knee, Women in Ortho, Residents, and Sports. These groups provide members with shared interests a way to connect more easily and communicate more frequently. AAOS also implemented member-to-member and group messaging features.



# Membership by Type

In 2023, AAOS increased total number of members to 39,021 across domestic and International markets.





# Leadership



Dr. Kevin Bozic delivered his incoming presidential address at the Your Academy program in Las Vegas, offering his insight on how to bring joy into the medical practice.



AAOS volunteer leadership remains dedicated to fostering ongoing guidance, support, and perspective to encourage and empower a strong and diverse pipeline of future, nimble leaders.



### AAOS Leadership Institute®

ALI was created in 2020 to develop new leadership talent from within the ranks of AAOS members, offering a series of training, networking, and mentoring opportunities to effectively prepare future leaders for AAOS volunteer roles. Levels 1 and 2 provide an introduction or refresher to organizational leadership and prepare participants for service in one of AAOS's councils or committees. Since the launch of ALI, 180 members have completed Level 1, and more than 120 members have completed or are in the process of completing Level 2.

Levels 3 and 4 provide advanced guidance and training for members who wish to serve as a chair of a committee or council chair or on the AAOS Board of Directors. Participants in these two levels are selected via the Committee Appointment Program (CAP) application process. The most recent group of 29 Level 3 and 4 graduates finish their program in February 2024. By then, 60 total participants will have completed Level 3 and 23 participants will have completed Level 4.

Members interested in AAOS leadership are strongly encouraged to complete the first two levels of ALI now. Participation will best equip members with the essential tools and insights crucial for effective governance within our organization. Completion of these levels will become a mandatory requirement for serving in governance positions in the near future.

Interested in starting your journey towards AAOS volunteer leadership? Visit [aaos.org/leadershipinstitute](https://aaos.org/leadershipinstitute) to sign up today.

### Combined NOLC/Fall Meeting

At the AAOS Combined National Orthopaedic Leadership Conference (NOLC)/Fall Meeting, the Board of Directors, Board of Councilors, and Board of Specialty Society members, and volunteer leadership convened to discuss advocacy priorities, up-and-coming technologies, practice management, proposed AAOS bylaw amendments, resolutions, and other critical orthopaedic issues, including:

- Medicare: Challenges with Medicare and the Relative-Value Update Committee, the AMA's view on Medicare reform, the future of Medicare policy, and how private practices grapple with the challenge.
- Prior Authorizations and Impact on Patient Care: A look at how reforming prior authorization requirements by insurance can positively impact patient care, with a case study on how the Texas Orthopaedic Association led reform in its state.
- Medical Liability: A review of new policy concerns impacting malpractice premiums, litigation, and damages, with an overview of pending reforms and policy-focused solutions.
- Sports Medicine: A look at outsized jury awards for professional and collegiate sports litigants and the impact they may have on quality of care and retention in the specialty.
- Artificial Intelligence (AI): As the world works to keep up with changing technologies like AI, members explored both the risks and rewards of implementing AI-enhanced technology in orthopaedic practice.
- AAOS Leadership Institute (ALI): This workshop provided ALI participants with training to help them advance through the program and featured Brigadier General Bernard Banks, a well-known expert in leader development and organizational change and culture at Northwestern University's Kellogg School of Management.



# AAOS IDEA GRANT PROGRAM™

Inspiring Diversity, Equity, and Access

## Inspiring Diversity, Equity, and Access (IDEA) Grant

Through the AAOS IDEA Grant Program™, organizations can apply for funding for local initiatives that focus on the elimination of bias or the promotion of diversity, equity, and/or inclusion within orthopaedic surgery specialization. The IDEA Grant focuses on four tracks: Touchpoints, Retention, Community Retention/Support and Academic Retention/Support. Grants totaling a minimum of \$200,000 are awarded annually to help address persistent disparities across orthopaedics.

### Highlights from the 2023 grantee class include:

- The Ruth Jackson Orthopaedic Society (RJOS) used IDEA Grant funds to provide travel scholarships for medical students to attend the 40th annual RJOS Meeting in Las Vegas. This opportunity for mentorship is critical because approximately 20% of medical schools lack a female orthopaedic surgery faculty member or resident. Research has shown having that female mentorship positively impacts the number of women who pursue orthopaedic surgery.
- At Wake Forest University Health Sciences, the Orthopaedic Diversity Speaker Series Educating Youth (ODySSEY) in Orthopaedics engaged middle-school students with a lecture and hands-on stations including external fixation of sawbones, assembly of a robotic hand, and arthroscopy simulations.
- The Female Orthopedists of Miami Mentorship Organization exceeded expectations in its pilot year, with more than 50 female residents and medical students from University of Miami, Florida International University, and Nova Southeastern University participating in six bimonthly meetings that provided mentorship and addressed challenges for women in the field.

## OREF Clinical Gaps Research Fund

Through a partnership with OREF, AAOS helps fund research through the OREF Clinical Gaps Research Fund. These \$50,000 grants are administered by OREF through a peer-reviewed grant process, with a primary objective to identify the clinical safety of injectable orthobiologic treatments to reduce pain and improve function in patients, in particular those with knee osteoarthritis. The 2023 recipient is Thomas Kremen, Jr., MD, FAAOS, The Regents of the University of California, Los Angeles, who received \$50,000 to fund his research, "Functional Impact of Intra-Articular ALK1-Fc Therapy in Osteoarthritis."



## Diversity in Orthopaedics

AAOS continued to make progress toward its goals for diversity, equity, and inclusion as established in the AAOS Strategic Plan, with an enhanced commitment to transparency and reporting. AAOS worked with its Diversity Advisory Board (DAB) to execute a variety of new initiatives focused on leader recruitment, selection, retention, and culture.



### RECRUITMENT

The AAOS leadership and members of organizations such as the RJOS, the JRGOS, American Association of Latino Orthopaedic Surgeons, and the Society of Military Orthopaedic Surgeons (SOMOS) kept the lines of communication open in order to identify opportunities to collaborate. Each of these organizations focused outreach on Under-Represented Minorities (URMs) to help educate their colleagues about existing AAOS affiliate societies and benefits to membership. Members of under-represented groups were encouraged to apply for AAOS volunteer positions through the AAOS CAP process.



### SELECTION

AAOS developed the annual Governance Diversity Report with the objective of identifying a baseline and establishing a goal for increasing diversity among the volunteer structure. It provides an analysis of the AAOS's volunteer structure composition, member engagement, and applicant selection.

#### From 2019 to 2023, the data show:

- A steady increase in the percentage of female and URMs holding leadership and membership positions on AAOS councils and committees.
- A 57% increase in the presence of females and a notable 465% growth in the URMs holding positions on the Board of Directors.



### RETENTION

The AAOS DAB reviewed and updated diversity content opportunities in the curriculum of ALLI. The chair of the DAB serves as an ex-officio member of the CAP Committee and provides direct feedback on diversity aspects of the committee appointment processes, including onboarding, selection, and evaluation.



### CULTURE

AAOS held two Diversity Town Halls in 2023 to provide feedback on the IDEA Grant selection process and give an overview of AAOS diversity activities. Social media continued to provide communications platforms for the DAB to elicit members' perspectives around opportunities to elevate diversity, equity, and inclusion. During the AAOS 2023 Annual Meeting in Las Vegas, the organization held a networking event in partnership with Pride Ortho to promote diversity initiatives and CAP positions. Nearly 30 articles were published related to diversity in AAOS Now.



# Research and Quality



David Jevsevar, MD, MBA, FAAOS, presented at the AAOS/FDA Townhall Meeting to discuss medical device innovations.



AAOS continually works towards its mission to equip members with the tools they need to be champions of quality-driven healthcare for their patients. AAOS made significant strides in 2023, with a focus on providing innovative resources, tools, and programs to support physicians and drive healthcare forward.

## AAOS Registries



It has been more than six years since AAOS launched the [Registry Program](#), and the power of its data continues to contribute to meaningful change in orthopaedics. The family

of registries continues its growth trajectory with more than 3.8 million procedures among five orthopaedic registries. The Registry Program is building on its mission to collect clinical information, demonstrating real-world practice, enabling performance measurement, and facilitating quality improvement programs as well as support for scientific research.

**The AAOS Registry Program includes registries in the following subspecialty areas:**

- The American Joint Replacement Registry ([AJRR](#))
- The Fracture & Trauma Registry ([FTR](#))
- The Musculoskeletal Tumor Registry ([MsTR](#))
- The Shoulder & Shoulder Registry ([SER](#))
- The American Spine Registry ([ASR](#)), a collaborative effort between the American Association of Neurological Surgeons and AAOS

### Expanding Data Accessibility Through Registry Publications

Surgeons and staff champions at healthcare institutions across the United States collect and submit the data contributing to the national benchmarks and quality measures displayed on the Registry dashboards. As of 2023, over 15,000 surgeons across more than 1,400 sites contributed to the clinical data

that support outcomes reporting. Findings from the aggregated data are leveraged each year in registry publications and drive research published in leading orthopaedic journals and at symposia across the country. The registries contribute to improving care through providing actionable data that inform practice decisions and deliver benefits for patients, surgeons, hospitals, ambulatory surgery centers (ASCs), private practices, device manufacturers, and payers. Registry data were featured in over 40 publications, including 30 abstracts and 13 manuscripts. The data also appeared in more than 10 local, national, and international conferences and six different journals, including a special section in the Journal of Knee Surgery.

**In addition to these highlights, registry-specific publications of note in 2023 were:**

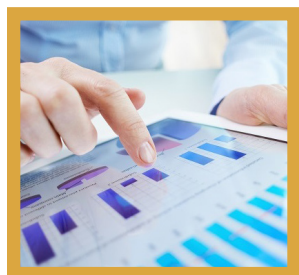
- The [AJRR 2023 Annual Report](#)
- The [SER 2023 Annual Report](#)
- The [first SER publication](#) in the Journal of Shoulder and Elbow Surgery (JSES)
- The inaugural [FTR Fact Sheet](#)
- The [MsTR 2023 Fact Sheet](#)
- The [ASR 2023 Fact Sheet](#)

The AAOS Registry program leveraged multimedia channels in 2023 to further expand its reach. Benjamin Miller, MD, MS, FAAOS, participated in the Sarcoma Insight Podcast's episode entitled [Research and Data in Sarcoma Care — Musculoskeletal Tumor Registry](#) to discuss the data captured by the MsTR. Sarcoma Awareness Month was also observed via AAOS social media channels, earning over 6,300 impressions and nearly 100 engagements.



AJRR published its tenth annual report on hip and knee arthroplasty procedural trends and patient outcomes. The data collectively represented **more than 3.2 million primary and revision hip and knee procedures performed between 2012 and 2022**. This also marks a **23% growth in procedural cases from the previous report**.

## Registry Milestones and Partnerships



The AJRR continues to grow, with a decade of data in its repository and more than 3.4 million hip and knee arthroplasty procedures currently captured in the registry. AJRR remains the world's largest orthopaedic registry by annual procedure count.

The registry continues to be of value to key orthopaedic stakeholders who foster partnerships such as a collaboration with the FDA on projects investigating the utilization and safety of total hip arthroplasty in high-risk populations, including those with high body mass index and pediatric patients, using real-world data. In collaboration with the Orthopaedic Data Evaluation Panel (ODEP) in the U.K., AJRR examined the consistency of hip arthroplasty survivorship compared to the National Joint Registry of England and Wales (NJR) to determine the feasibility of utilizing AJRR data for ODEP ratings. These findings were presented at the 2023 annual meetings of the Knee Society and the Hip Society. Additionally, a study is in progress with the Hospital for Special Surgery (HSS). The study is related to newly developed quality measures in Periprosthetic Joint Infection (PJI). As an extension of their Moore Foundation grant, HSS is partnering with AJRR to test, self-nominate, and eventually support sites submitting to CMS as Merit-based Incentive Payment System (MIPS) measures. AJRR also received support from new industry sponsors Lima Corporate, Link, and Exactech in 2023.

The SER expanded to include 424 submitting surgeons across 82 participating facilities including hospitals, private practices, and ASCs spanning 40 states across the U.S. SER had its first publication in 2023 in the *Journal of Shoulder and Elbow Surgery* entitled *Off-label Use of Reverse Total Shoulder Arthroplasty: The American Academy of Orthopaedic Surgeons Shoulder and Elbow Registry*.

The Registry Program also expanded its participation options to reduce data entry burden. AAOS launched a successful technology pilot with the third-party vendor PatientIQ in December 2022 for the FTR. The partnership yielded a substantial increase in data submitted to the FTR in 2023. AAOS continues to support compliant third parties that participate in the [AAOS Authorized Vendor Program](#). This influx of data allowed for the 2023 publication of the first FTR Fact Sheet.

An additional benefit of registry participation for AAOS members includes the ability to obtain 10 hours of SAE credits for the Maintenance of Certification (MOC) Part II assessment for each year of data in the registry. Given that all orthopaedic surgeons are required to collect 40 hours of SAE credits for each 10-year ABOS MOC cycle, this remains a significant incentive for registry participation and use of registry data for practice improvement.

## Enhancing the Registry User Experience

AJRR continues to be the sole pathway to fulfill the registry requirement of The Joint Commission (TJC) Advanced Hip and Knee Replacement (THKR) Certification, while the ASR remains the sole pathway for the registry requirement of TJC Advanced Certification in Spine Surgery. In 2023, the Registry Program enhanced the support options for sites designated with or pursuing these advanced certifications. Quick Reference Guides, Toolkits, FAQs, and a designated toll-free help line were created, and monthly office hours allowed participants to engage Registry staff with any questions. Over 200 facilities have benefited from these [enhancements](#) and additional resources, which have impacted the lives of countless musculoskeletal patients.

Significant enhancements were made to the RegistryInsights® dashboards in 2023 based on user input. The next generation of AJRR dashboards launched with improved access to data, analysis, usability, and actionable quality improvement measures. AJRR and the SER also saw the release of a Data Element Quality and Coverage Dashboard that provides a visualization of a participating site's data completeness. The dashboard displays the site's completeness in relation to the national benchmark.

The Registry Surgeon dashboards were integrated with AAOS.org, allowing members to conveniently view their Registry data on the AAOS website. AAOS now logs surgeons' transcripts on their behalf rather than having them submit through ABOS. Other improvements include simplifying how members claim SAE credits for the ABOS MOC Part II.

Improvements were made to individual registries as well. The AAOS MsTR Dashboards were expanded to display visual representations of data elements captured throughout the patient's journey, including recurrent follow-up encounters such as complications, recurrence, and additional OR visits. This offers MsTR participants a comprehensive, perpetual view of sarcoma care over time, empowering a deeper understanding of the patient population.

As a part of the continued growth of AJRR, the registry will soon support data capture and reporting on behalf of sites for CMS's Hospital Inpatient Quality Reporting (IQR) Patient Reported Outcome Performance Measure (PRO-PM) program. Resources are currently available to support sites in preparing for the upcoming requirement.

## PROMs in Practice

PROMs are increasingly utilized to evaluate the success of hip or knee arthroplasty procedures. To prepare for upcoming changes to reimbursement, AAOS created the PROMs in Practice portfolio, which includes resources to equip orthopaedic surgeons with the tools required to reduce the burden of collecting and utilizing PROMs at their point of care. AAOS also developed a three-part, virtual, value-based care course in which participants learn how to develop a comprehensive strategy for patient-centered outcome



measurement — knowing what to measure, how to do it, and how to leverage measurement for high-value care delivery.

In line with these PROMs initiatives, AJRR will support data capture and reporting on behalf of sites for the CMS Hospital IQR PRO-PM. Updates to the PROMs platform and PROMs file upload specification went live in early 2024, allowing sites to utilize their registry data for the second voluntary and first mandatory reporting windows of the program.



## Workplace Violence Toolkit

Healthcare workers in the United States are five times more likely to be victimized in their workplace than those in any other industry, according to the U.S. Department of Labor's Bureau of Labor Statistics.

Faced with the reality of fatal attacks on orthopaedic professionals in the last two years, the AAOS Healthcare Safety Committee responded to the increased risk of violence against AAOS members and their patients by creating a toolkit with information on prevention of and protection from workplace violence in healthcare settings.

The Workplace Violence Toolkit provides resources to help AAOS members improve safety from violence for both orthopaedic physicians and care teams. The toolkit serves as a repository of robust resources featuring relevant data, publications, infographics, and information statements about workplace violence and information on current AAOS advocacy efforts on these issues.

AAOS urged members to contact their legislators and take actions to protect healthcare professionals against assault and intimidation by supporting the Safety from Violence for Healthcare Employees (SAVE) Act, which would establish criminal penalties for those who knowingly assault and intimidate hospital employees.



An additional resource, the Wellness for Healthcare Professionals Toolkit, was created as a compilation of information tailored to aid AAOS members in understanding and effectively managing their mental

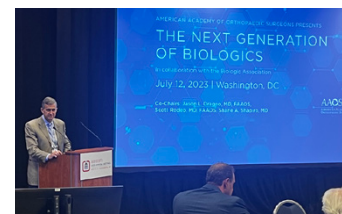
wellness. Within the toolkit, members can access a wealth of materials spanning advocacy, practice management, and education, designed to support the well-being of practicing surgeons.

## AAOS Coding Community

AAOS knows how intricate and complicated practice management can be for members. To make navigating AAOS resources easier, it launched the AAOS Coding Community, a go-to resource for coding, reimbursement, and practice management. Members can access unparalleled support, AAOS Now coding articles, webinars, courses, and products — including AAOS Orthopaedic Code-X®, the AAOS Musculoskeletal Coding Guide - 2023 Print + eBook, and the Complete Global Service Data eBook 2023 with comprehensive global billing guidelines to help eliminate denied or delayed claims.

## Biologics

At AAOS's third annual Biologics Symposium, titled "The Next Generation of Biologics," hosted in collaboration with the Biologic Association at the AOSSM Annual Meeting, attendees received a first look at the latest and greatest in biologics expected to be available in the coming years.



Presentations covered a wide range of topics, including oversight mechanisms for emergent biologic treatments, point-of-care processing of autologous bone marrow, adipose tissue, and autologous blood products, the state of distributed manufacturing of cell therapies and more. Additionally, a study is in progress with the Hospital for Special Surgery (HSS).

## Evidence-Based Quality Products

### 2023 Clinical Practice Guidelines releases include:

- The Musculoskeletal Tumor Society (MSTS) Management of Metastatic Humeral Disease
- The Management of Osteoarthritis of the Hip
- The Diagnosis and Treatment of Osteochondritis Dissecans (Rapid Update)
- External Endorsement of the American Association of Clinical Endocrinology (AACE) CPG for the Diagnosis and Treatment of Postmenopausal Osteoporosis

### 2023 Appropriate Use Criteria releases include:

- Anterior Cruciate Ligament Injury Prevention Programs (Reissue of the 2015 AUC)
- Acute Treatment of Hip Fractures in Older Adults
- Postoperative Rehabilitation of Low Energy Hip Fractures in Older Adults (Reissue of the 2015 AUC)
- Humeral Component Design During Primary Anatomic Total Shoulder Arthroplasty
- Treatment for Shoulder OA with Intact Rotator Cuff and Severe Glenoid Retroversion
- Treatment of an Isolated Anterior Cruciate Ligament Tear
- Prevention of Secondary Fractures
- Return to Play to Pre-Injury Level Following an ACL Injury



# Strategy



Members of the AAOS Board of Directors reflected on the successes of the previous five years and strategized on the future of the organization.



2023 marked the final year of the current five-year AAOS Strategic Plan. AAOS has achieved a variety of significant accomplishments during the past five years and is readying itself for the next strategies essential to advancing the AAOS mission and vision in the future.

## Top Strategic Accomplishments 2019-2023



### Experience

- Streamlined membership categories from 16 to 6 and included new groups like Medical Students
- Launched FAAOS campaign to differentiate AAOS Active Fellows among musculoskeletal professionals
- Debuted the ROCK program to deliver a structured and comprehensive curriculum to unify resident education
- Introduced the AAOS Membership App to make access to member benefits easier and faster and enhance bidirectional communication
- Leaned into the Partnership Principles to promote collaboration with specialty and state societies
- Partnered with the ABOS to stay on the cutting edge of Maintenance of Certification (MOC)
- Held four annual Resident Rumble events to engage residents and promote skills knowledge in a fun and competitive environment
- Redeveloped the Member Value and Satisfaction Survey (MVAS), simplifying it for members and raising response rates
- In 2023, received the highest number of Active Fellow membership applications in six years



### Quality

- Expanded the Biologics Initiative to secure AAOS's place as a leader within the field of orthobiologics
- Promoted the active usage of PROMs in clinical practice for musculoskeletal care of patients and populations
- Established and grew the family of AAOS Registries
- The AAOS AJRR ranked as the largest orthopaedic registry by annual procedure count, with over 3.8 million hip and knee arthroplasty procedures captured through 2023
- Acquired and integrated the OLC Education & Conference Center to promote orthopaedic education
- Advocated passage of the Dr. Lorna Breen Provider Protection Act
- Pursued political action activities and participation among orthopaedic surgeons to increase the reach and influence of OrthoPAC
- Introduced Corporate Allies of the AAOS, recognizing the value of collaborations with aligned industry partners to advance orthopaedic quality and advocacy



### Culture

- Refreshed the AAOS Core Values to support and further define the direction of the Academy
- Began tracking and reporting on diversity within AAOS membership and volunteer leadership using the Governance Diversity Report
- Launched the ALI to provide training, mentoring, and networking opportunities for AAOS volunteer leaders
- Introduced the IDEA Grant Program™ to fund diversity, equity, and inclusion initiatives
- Hosted multiple diversity town hall events to provide a forum for discussion and updates on AAOS diversity activities
- Created the Bone Beat Orthopaedic Podcast Channel, populated with episodes from four different AAOS-hosted shows
- Created the Learning Innovation Lab to explore musculoskeletal trends, innovative technologies, and leading-edge techniques, helping surgeons stay at the forefront of orthopaedic solutions
- Continued a tradition of organizational excellence, winning three consecutive Best and Brightest Companies to Work For® awards, and four consecutive Top Workplace awards



# Looking Ahead to the Future



AAOS continues evolving and innovating, leading the profession with strong education, quality, and advocacy and delivering benefits to its members.

The next iteration of the strategic plan will chart a course to improve musculoskeletal health by building on the strong foundation of the last five years and remaining committed to exceptional member experience, quality, and culture. AAOS is also enhancing its focus on patient engagement and deepening collaboration across the musculoskeletal community. These commitments will shape AAOS's future by guiding leadership and staff in their mission of serving the profession to provide the highest quality musculoskeletal care.



For the third consecutive year, the organization was recognized as one of the Best and Brightest Companies to Work For® in Chicago and in the nation by the National Association for Business Resources (NABR). AAOS was also named a Top Workplace by the Chicago Tribune for the fourth consecutive year in 2023.

***/// It is a privilege to be a part of this dedicated team that shows an unwavering commitment to excellence in making AAOS the best place to work. ///***

– Thomas E. Arend, Jr., Esq., CAE  
AAOS CEO





Members were given the opportunity to be heard during 2023 as AAOS moves toward the next iteration of the strategic plan.





Medical students practiced hands-on skills at the AAOS 2023 Annual Meeting.



[WWW.AAOS.ORG](http://WWW.AAOS.ORG)

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